

Delaware Pregnant Workers Fairness Act Your Rights Related to Pregnancy, Childbirth, and Related Conditions

Delaware's Pregnant Workers Fairness Act prohibits discrimination based upon, and provides women with certain protections related to pregnancy, childbirth, and associated medical conditions. You have the right:

1. To be treated the same as other employees or applicants for employment who are similar in their ability or inability to work.
2. To a reasonable accommodation to the known limitations related to your pregnancy (or associated condition) unless such accommodation would create an undue hardship.
3. To remain at work if a reasonable accommodation other than leave can be provided for your known limitations.
4. To refuse an offered accommodation, so long as you do not have a known limitation related to pregnancy or the accommodation is unnecessary to permit you to perform your essential job duties.
5. To be free from discrimination and retaliation in regard to the terms, conditions, or privileges of employment due to your pregnancy (including past and potential pregnancies), childbirth, and associated medical conditions, or your request for or use of a reasonable accommodation for your known limitations.
6. To be provided with time off to recover from childbirth, and break time and appropriate facilities for expressing breast milk.

Reasonable accommodations are those actions that may be required to permit you to perform your job duties in spite of any limitations you may have due to your pregnancy, childbirth, or related medical conditions and that would not be an undue hardship to the Company. Reasonable accommodations may include break time, periodic rest, assistance with manual labor, new or modified equipment, job restructuring, light duty assignments, modified work schedules, temporary transfer of strenuous or hazardous work to others, or unpaid leave. Other modifications may be available, depending on your individual needs.

Please note that leave may also be available under the Company's various leave policies.

If you need an accommodation for your pregnancy, childbirth, or a related condition, you should discuss your specific limitations with your unit manager or Human Resources.